

**BOARD OF TRUSTEES FOR THE CITY OF GALVESTON
EMPLOYEE HEALTH BENEFITS PLAN
REGULAR MEETING
JUNE 6, 2018**

1. Declaration of a Quorum, Call Meeting to Order, and Roll Call.

With a quorum present, the meeting was called to order at 11:04 a.m. by Chair Doug Balli.

Doug Balli (Chair) – Trustee
Charles Dodson – Trustee
Michael Loftin – Trustee
Kent Etienne – Trustee
Mark Murchison – Trustee
Stacey Minton – Boon-Chapman

Michael Moser – Park Board
Kimberly Danesi – Park Board
Vernon Hale – Galveston Police Chief
Mareia Schreiber – City Staff
Benjamin Stone – Sigma Tactical Wellness

2. Conflicts of Interest.

None.

3. Public Comment on Agenda Items and Non-Agenda Items.

The City Council adopted a policy requiring that agendas for all City board, commission, and committee meetings include a section designated for public comment on both agenda items and non-agenda items. Members of the public may speak for a maximum of three (3) minutes regardless of the number of items being addressed.

No Public Comment was received.

[The Board handled agenda items in a different order than the posted agenda.]

9. Receive a presentation regarding The Public Safety Cardiac Foundation and discuss any matters relating to possible implementation of the initiative including associated costs.

Benjamin Stone from Sigma Tactical Wellness delivered a presentation about cardiovascular issues facing law enforcement. Sigma Tactical Wellness conducts tests to assess officers for risk factors related to cardiovascular disease including a blood test, EKG, and other diagnostic methods. The testing is done on site at an estimated cost is \$900.00 per officer.

**4. Approval of the Minutes for the Regular Board Meeting of March 19, 2018, and the Special Board Meeting of May 11, 2018. Motion by Dodson by someone
Motion**

Motion to Approve the Minutes for the March 2018 Meeting made by Charles Dodson with a second by Mike Loftin. Unanimously approved.

Motion to Approve the Minutes for the May 2018 Special Meeting made by Charles Dodson with a second by Mike Loftin. Unanimously approved.

5. Discuss and consider for action the appointment of a Vice-Chairman for the Employee Health Benefits Plan Board.

**BOARD OF TRUSTEES FOR THE CITY OF GALVESTON
EMPLOYEE HEALTH BENEFITS PLAN
REGULAR MEETING
JUNE 6, 2018**

Kent Etienne explained the benefit of having a Vice-Chairman to assist with running a meeting in the absence of the Chairman.

Motion to appoint Stewart Goff as the Vice-Chairman of the Health Benefits Plan Board made by Michael Loftin with a second by Doug Balli. Unanimously approved.

- 6. Continuing report on implementation of CareHere Clinic participant “no show” administrative procedures, report on employee Health Risk Assessment (HRA) participation, and overall employee health plan/financial participation-utilization information.**

Kent Etienne delivered a report of the HRA participation. The Park Board has 30% participation. It is time to start sending out reminders. “No Shows” are being managed by the City’s Human Resources Department, and employees are paying their fees when appointments are missed.

- 7. Financial reports as of May 2018 to include large claim cases and reimbursement by SA Benefit Services as reinsurer for year effective 10/1/2017.**

Kent Etienne mentioned that there are some pending major claims. Reimbursements are being received for expenses over \$175,000.00.

- 8. Discuss and consider for action the 2018-2019 Health Plan Budget and Benefits including any additional financial information from Boon-Chapman and/or the City of Galveston.**

Stacey Minton delivered a financial report. The report included options for changes to the premiums, deductibles, and out-of-pocket maximums to the Health Plan. The proposed changes are to help offset deficits in the Plan Budget and increase overall health of the Plan’s funding.

Stacey also presented information about a Health Reimbursement Arrangement (HRA). If the deductible was increased to \$1,500.00, the employer would fund \$500.00 to the HRA. This would offset the increase in the deductible. The fund can be used to reimburse the difference to employees once they have met the deductible. The \$500.00 reimbursement would be per employee and would not be for each Plan Member. The reimbursement would be for in-network costs only. Boon-Chapman can administer the HRA Program; however, the City will check with other vendors for a cost analysis.

An increase to the Emergency Room deductible and Office Visit co-pay has also been proposed. Options for increases to prescription co-pays are included in the report. Boon-Chapman has reviewed coverage of therapies, genetic testing, and other requested services. The last item that was considered is the option to opt out of the 646 Clinic of CareHere. Boon-Chapman is still looking into options to manage costs with that clinic location.

The Health Plan Board used a formula provided by Boon-Chapman to adjust numbers and evaluate different proposed changes to the Plan.

**BOARD OF TRUSTEES FOR THE CITY OF GALVESTON
EMPLOYEE HEALTH BENEFITS PLAN
REGULAR MEETING
JUNE 6, 2018**

Motion to increase the annual PPO Deductible from \$1,000.00 to \$1,500.00 with a Health Reimbursement Arrangement of \$500.00 funded by the Plan made by Kent Etienne with a second by Mark Murchison. Unanimously approved.

Motion to increase the Emergency Room Deductible from \$50.00 to \$70.00 made by Kent Etienne with a second by Charles Dodson. Unanimously approved.

Motion to increase the Co-Pay for Specialty Care Office Visit from \$35.00 to \$50.00 and also include mental health visits as Specialty Care with removal of maximum visit count made by Mark Murchison with a second by Charles Dodson. Unanimously approved.

Motion to increase prescription costs from \$12.00 to \$18.00 for generic; from \$40.00 to \$50.00 for retail brand (formulary); from \$60.00 to \$80.00 for retail brand (non-formulary); from \$30.00 to \$36.00 for mail generic; from \$88.00 to \$100.00 for mail brand (formulary); and from \$150.00 to \$160.00 for mail brand (formulary) made by Charles Dodson with a second by Kent Etienne. Opposed by Mark Murchison. Motion Carries.

Motion to make no change to Plan Coverage on various therapies, genetic testing for pregnancies, and Autism treatment, and keep the 646 CareHere Clinic available for use made by Kent Etienne with a second by Charles Dodson. Opposed by Mark Murchison due to no additional visits for various therapies. Motion Carries.

Motion to increase the annual PPO Out-of-Pocket Maximum from \$4,000.00 to \$5,000.00 made by Mike Loftin with a second by Mark Murchison. Unanimously approved.

Motion to increase the monthly premium for Employee Only Option from \$40.00 to \$50.00 and the monthly premium for Employee Plus Family Option from \$290.00 to \$330.00 made by Mark Murchison with a second by Charles Dodson. Unanimously approved.

9. Discuss tentative date(s) for next Board Meeting.

Tentatively agreed upon for Tuesday, July 31, 2018 at 1:00 p.m.

10. Adjournment.

Motion to Adjourn made by Mike Loftin with a second by Charles Dodson. Unanimously Approved. The meeting was adjourned at 1:34 p.m.



Doug Balli, Chair

Tuesday, July 31, 2018
Date Approved